

## APPENDIX F

### GLOSSARY

#### ABBREVIATIONS:

AAP	Affirmative Action Plan
XO	Executive Officer
DEOMI	Defense Equal Opportunity Management Institute
DoD	Department of Defense
EO	Equal Opportunity
EOA	Equal Opportunity Advisor
EEO	Equal Employment Opportunity
EOR	Equal Opportunity Representative
REDCAT	Race and Ethnic Designation Category

#### TERMS:

**AFFIRMATIVE ACTION:** Measures designed to correct the effects of discriminatory policies and practices; prevent personal and institutional discrimination; and provide career development and upward mobility for all qualified personnel, regardless of race, color, national origin, religion, or gender.

**AFFIRMATIVE ACTION PLAN:** A management document, which contains actions that identify and measure areas for potential inequities and direct corrective efforts where appropriate.

**COMPLAINANT:** A military member, DoD Civilian, or family member who submits a complaint of discrimination or sexual harassment.

**DISCRIMINATION:** The illegal treatment of a person or group, based on race, color, religion, national origin, or gender.

**EQUAL OPPORTUNITY:** Equal Evaluation, treatment and consideration, based on merit, fitness, and capability.

**GOAL:** A desired outcome based on realistic, achievable, and measurable prospects for attainment.

**MILESTONE:** Time-based planning targets which the proponent strives to attain.

**OBJECTIVE:** The general or desired result to be attained with the accomplishment of supporting milestones.

**RECEIVING AUTHORITY:** The individual or agency authorized to receive a complaint of discrimination is considered the "Receiving Authority." The nature of the complaint will determine the

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SUBJECT: DIVARTY AFFIRMATIVE ACTION PLAN

appropriate receiving authority. The receiving authority is responsible for processing all complaints of discrimination and sexual harassment received.

REPRESENTATION INDEXES: A tool for measuring the effect of institutional practices on the members of the organization. The index does not determine causes – it only measures effect.